

ORDINANCE NO. 9799 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE
ESTABLISHING CLASSIFICATIONS, CHARACTERISTICS AND COMPENSATION.**

The Board of Supervisors of the County of San Diego ordains as follows:

Section 1. Appendix One of the Compensation Ordinance is hereby amended by establishing compensation for the following classifications effective October 27, 2006:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Annual Salary Minimum Maximum	Vari Entry O/T	Rep Stat	Bene Plan Bene Prog
002202	Assistant Clerk of the Board								
	32.00	63.00				\$66,560.00 - \$131,040.00	Y E	EM	UCL
	2560.00	5040.00							
002205	Assistant Director, County Library								
	37.00	76.00				\$76,960.00 - \$158,080.00	Y E	EM	UCL
	2960.00	6080.00							
000318	Group Program Manager								
	30.00	58.00				\$62,400.00 - \$120,640.00	Y E	UM	UCL
	2400.00	3520.00							
002464	Workers' Compensation Specialist								
	17.13	25.11				\$35,630.40 - \$52,228.80	Y N	CE	CNM
	1370.40	2008.80							
002465	Workers' Compensation Adjuster								
	24.09	33.83				\$50,107.20 - \$70,366.40	Y N	CEM	MGT
	1927.20	2706.40							
002466	Senior Workers' Compensation Adjuster								
	26.59	41.98				\$55,307.20 - \$87,318.40	Y N	CEM	MGT
	2127.20	3358.40							
003809	Cadastral Supervisor II								
	27.45	28.82	30.26	31.77	33.36	\$57,096.00 - \$69,388.80	Y N	MM	NMG
	2196.00	2305.60	2420.80	2541.60	2668.80				

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective September 29, 2006:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Approx Minimum	Annual Salary Maximum
000737	General Support Aide								
	7.91 632.80	10.95 876.00						\$16,452.80 - \$22,776.00	
000750	Per Diem Dispatcher I								
	17.05 682.00							\$17,732.00	
000751	Per Diem Dispatcher II								
	25.82 1032.00							\$26,852.80	
005747	Sheriff Cadet								
	20.39 1631.20							\$42,411.20	
005797	Deputy Sheriff Cadet – Detention/Court Services								
	16.33 1306.40							\$33,966.40	
000287	Retirement Assistant Administrator								
	50.92 4073.60	81.47 6517.60						\$105,913.60 - \$169,457.60	
007547	Retirement Administrative Assistant								
	17.13 1370.40	25.11 2008.80						\$35,630.40 - \$52,228.80	
007549	Retirement Technology Systems Technician								
	20.88 1670.40	31.32 2505.60						\$43,430.40 - \$65,145.60	
007553	Retirement Senior Accountant								
	22.99 1839.20	34.48 2758.40						\$47,819.20 - \$71,718.40	
007556	Retirement Member Services Specialist								
	17.13 1370.40	25.11 2008.80						\$35,630.40 - \$52,228.80	

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective September 29, 2006:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Approx Annual Salary Minimum Maximum
007557	Retirement Member Services Senior Specialist							
	20.88 1670.40	31.32 2505.60						\$43,430.40 - \$65,145.60
007559	Retirement Member Services Supervisor							
	20.88 1670.40	31.32 2505.60						\$43,430.40 - \$65,145.60
007566	Retirement Assistant Director Member Services							
	38.43 3074.40	61.49 4919.20						\$79,934.40 - \$127,899.20
004390	Chief, California Children Services							
	36.15 2892.00	37.96 3036.80	39.86 3188.80	41.85 3348.00	43.94 3515.20			\$75,192.00 - \$91,395.20
004432	Chief, Occup/Phy Therapy Services							
	34.75 2780.00	36.49 2919.20	38.31 3064.80	40.23 3218.40	42.24 3379.20			\$72,280.00 - \$87,859.20
004504	Chief Nurse							
	36.91 2952.80	38.76 3100.80	40.70 3256.00	42.73 3418.40	44.87 3589.60			\$76,772.80 - \$93,329.60
004560	Chief Nurse, Public Health							
	36.91 2952.80	38.76 3100.80	40.70 3256.00	42.73 3418.40	44.87 3589.60			\$76,772.80 - \$93,329.60
004571	Public Health Nurse Manager							
	34.85 2788.00	36.59 2927.20	38.42 3073.60	40.34 3227.20	42.36 3388.80			\$72,488.00 - \$88,108.80
005774	Sheriff's Communications Coordinator							
	31.78 2542.40	33.37 2669.60	35.04 2803.20	36.79 2943.20	38.63 3090.40			\$66,102.40 - \$80,350.40

Section 2. Appendix One of the Compensation Ordinance is hereby amended by amending compensation for the following job codes/classifications effective September 29, 2006:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Step 6 Hrly Biwkly	Step 7 Hrly Biwkly	Approx Minimum	Annual Salary Maximum
006153	Assistant Communications Systems Manager								
	32.29 2583.20	33.91 2712.80	35.61 2848.80	37.40 2992.00	39.27 3141.60				\$67,163.20 - \$81,681.60

Section 3. Appendix One of the Compensation Ordinance is hereby amended by amending compensation in the Classified Service for the following job code/classification effective September 29, 2006:

Class No.	Step 1 Hrly Biwkly	Step 2 Hrly Biwkly	Step 3 Hrly Biwkly	Step 4 Hrly Biwkly	Step 5 Hrly Biwkly	Approx Minimum	Annual Salary Maximum
004245	Chief Pharmacist						
	46.38 3710.40	59.20 4736.00					\$96,470.40 - \$123,136.00

Section 4. Appendix One of the Compensation Ordinance is hereby amended by amending compensation in the Unclassified Service for the following job codes/classifications effective September 29, 2006:

Class No.		Salary Range
000319	Assistant Finance Director, HHSA	15
002233	Assistant Registrar of Voters	16

Section 5. Appendix One of the Compensation Ordinance is hereby amended by amending the Bargaining Unit for the following job code/classification effective October 27, 2006:

<u>Class No.</u>	<u>Class Title</u>	<u>Bargaining Unit</u>
000380	Assistant Director, Office of Emergency Services	EM

Section 6. Appendix One of the Compensation Ordinance is hereby amended by retitling the following job codes/classifications effective October 27, 2006:

	<u>Class No.</u>	<u>Class Title</u>
From:	000319	Assistant Finance Director, HHSA
To:	000319	Assistant Group Finance Director
From:	000338	Division Chief, Child Support Enforcement
To:	000338	Chief, Child Support Services
From:	000978	Sheriff's Inmate Industry Program Manager
To:	000978	Sheriff's Inmate Services Manager
From:	003047	Mail Systems Specialist
To:	003047	Mail Systems Supervisor
From:	003820	Cadastral Supervisor
To:	003820	Cadastral Supervisor I
From:	005747	Sheriff's Cadet
To:	005747	Deputy Sheriff's Cadet
From:	005781	Sergeant – Detentions
To:	005781	Sheriff's Sergeant - Detentions
From:	005788	Supervising Investigative Technician
To:	005788	Supervisor, Trial Support Unit
From:	005246	County Entomologist/Plant Pathologist
To:	005246	Agricultural Scientist

Section 7. Appendix One of the Compensation Ordinance is hereby amended by deleting the following job codes/classifications effective October 27, 2006:

<u>Class No.</u>	<u>Class Title</u>
000740	Emergency Room Psychiatrist
000742	Relief Veterinarian
007543	Public Services Worker III
007544	Public Services Worker II
007545	Public Services Worker I
000940	Environmental Resource Manager
000308	Admin, Community Health Programs

Section 8. Appendix One of the Compensation Ordinance is hereby amended by designating the following job codes/classifications as “Terminal” effective October 27, 2006:

<u>Class No.</u>	<u>Class Title</u>
004535	Head Staff Nurse (T)
007085	Supervising Custodian (T)
004345	Supervising Laboratory Technician (T)
005585	Supervising Real Property Agent (T)

Section 9. Section 1.7.13 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.13: TREE TRIMMER/MOTOR SWEEPER OPERATOR. Employees in classes designated as eligible shall be paid:

- (a) Fifty cents (\$.50) per hour for each hour engaged in tree trimming or;
- (b) Twenty-five cents (\$.25) per hour for motor sweeper operation.

Eligible Classes:

6023	Road Maintenance Worker
6035	Equipment Operator
6036	Senior Equipment Operator
7518	Public Works Trainee
7539	Construction & Services Worker III
7540	Construction & Services Worker II
7541	Construction & Services Worker I

Section 10. Section 1.7.32 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.7.32 ARMED UNIT DIFFERENTIAL

Effective June 28, 2002, eligible employees assigned to a position in an Armed Unit that requires the carrying of a firearm shall be paid at a rate which is two and one-half (2.5%) percent higher than their hourly rate. This premium shall be paid for time worked only and shall not apply towards terminal payoff.

Eligible Classes:

5068	Correctional Deputy Probation Officer I
5069	Correctional Deputy Probation Officer II
5065	Deputy Probation Officer
5090	Senior Probation Officer
5115	Supervising Probation Officer

Section 11. Section 1.8.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.3: MEDICAL AND DETENTION FACILITY ASSIGNMENT.

- (a) Eligible employees assigned to work at a medical or detention facility as his/her primary work location shall be paid twenty-five cents (\$.25) per hour in addition to the salary prescribed for his/her class for each hour worked in the following locations.

Health & Human Services Agency	
Initial Intake, Admissions and Screening of Kids:	
•	Polinsky Children's Center
Inpatient units, Admissions and Screening:	
•	San Diego County Psychiatric Hospital
Medication Management:	
•	Central Regional Clinic
•	East County Outpatient Clinic
•	Forensic Mental Health Services
•	Grantville
•	North Coastal Outpatient Clinic
•	North Inland Outpatient Clinic
•	South East Region Outpatient Clinic
•	Camp Barrett
•	Juvenile Ranch Facility

Sheriff's Department	
Jail Information	
Booking Section	
Release Section	
Dispensary	
Psychiatric Security Unit at the Jail	
Jail Kitchens	
Central Laundry	
Central Production Center	

Probation Department	
1. East Mesa Juvenile Detention Facility	
2. Kearny Mesa Juvenile Detention Facility	

Eligible Classes:

2403	Accounting Technician
2430	Cashier
2493	Payroll Clerk
2494	Intermediate Account Clerk
2510	Senior Account Clerk
2511	Senior Payroll Clerk

Probation Department

1. East Mesa Juvenile Detention Facility
2. Kearny Mesa Juvenile Detention Facility

Eligible Classes:

2513	Senior Cashier
2521	Account Clerk Specialist
2650	Stock Clerk
2655	Storekeeper III
2658	Storekeeper II
2660	Storekeeper I
2664	Pharmacy Stock Clerk
2700	Intermediate Clerk
2706	Admissions Clerk
2707	Senior Admissions Clerk
2708	Hospital Unit Clerk
2709	Departmental Clerk
2710	Junior Clerk
2715	Records Clerk
2725	Principal Clerk I
2729	Office Support Specialist
2730	Senior Clerk
2745	Supervising Clerk
2756	Administrative Secretary I
2757	Administrative Secretary II
3007	Junior Word Processor
3008	Senior Word Processor
3009	Word Processor
3046	Medical Records Clerk
3049	Medical Records Technician
3055	Senior Medical Records Technician
4260	Pharmacy Technician
5236	Departmental Aide
6405	Food Services Supervisor
6410	Senior Cook
6411	Cook
6415	Food Services Worker
6520	Linen Marker & Distributor
6530	Laundry Worker
6531	Laundry Worker II (T)
7520	Sewing Room Operator
7530	Sewing Room Supervisor

- (b) Eligible employees in the classes listed below shall be compensated an additional twenty-five cents (\$.25) per hour for each hour worked in a locked facility in the Sheriff's Department. This premium shall apply to time worked and shall not apply towards paid time off or to terminal payoff.

Eligible Classes

2650	Stock Clerk
5884	Building Maintenance Engineer
5885	Building Maintenance Supervisor
5905	Carpenter

- 5920 Electrician
- 5930 Mason
- 5940 Painter
- 5950 Plumber
- 5960 Air Conditioning & Refrigeration Mechanics
- 6161 Electronic Security & Systems Technician
- 6180 Welder
- 6200 Building Maintenance Engineer Assistant
- 6204 Carpenter Assistant
- 6210 Electrician Assistant
- 6224 Painter Assistant
- 6230 Plumber Assistant
- 6410 Senior Cook
- 6510 Senior Laundry Worker
- 7030 Senior Custodian
- 7099 Sheriff's Range Guard

Section 12. Section 1.8.6 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.6: NURSING DETENTION FACILITY AND REMOTE ASSIGNMENT. Eligible employees shall be paid approximately ten percent (10%) when employed at a designated work location.

Designated Detention Facility Work Locations	Eligible Classes
1. San Diego Central Jail 2. Descanso Detention Facility 3. Las Colinas Detention Facility 4. East Mesa Detention Facility 5. George F. Bailey Detention Facility 6. South Bay Detention Facility 7. Vista Detention Facility 8. Psychiatric Security Units (PSU) at: <ul style="list-style-type: none"> · San Diego Central Jail · George F. Bailey Detention Facility · Las Colinas Detention Facility 	4525 Psychiatric Nurse 4526 Head Psychiatric Nurse 4527 Psychiatric Clinical Nurse Spec 4618 Psychiatric Technician 4545 Sheriff's Detention Certified Nurse Practitioner

Designated Remote Detention Facility Work Locations	Eligible Classes
1. Camp Barrett 2. Descanso Detention Facility 3. Rancho del Campo 4. Rancho del Rayo	4538 Staff Nurse 4544 Supervising Nurse 4548 Sheriff's Detention Nurse 4625 Licensed Vocational Nurse

	Eligible Classes

	Eligible Classes
1. East Mesa Juvenile Detention Facility	4517 Certified Nurse Practitioner
2. Kearny Mesa Juvenile Detention Facility	4525 Psychiatric Nurse
	4527 Psychiatric Clinical Nurse Specialist
	4536 Head Staff Nurse
	4538 Staff Nurse
	4544 Supervising Nurse
	4618 Psychiatric Technician
	4625 Licensed Vocational Nurse

Section 13. Section 1.8.9 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.8.9: INMATE SUPERVISION PREMIUM.

An employee, as designated by the appointing authority, in the eligible classes listed below shall be paid an additional one dollar and twenty-five cents (\$1.25) per hour for the supervision of Sheriff inmates. This premium shall not apply towards paid time off or terminal payoff. This premium shall only apply to time worked.

Eligible Classes:

2650	Stock Clerk
2655	Storekeeper III
2658	Storekeeper II
2660	Storekeeper I
5789	Sheriff's Commissary Stores Supervisor
5884	Building Maintenance Engineer
5905	Carpenter
5920	Electrician
5930	Mason
5940	Painter
5950	Plumber
5960	Air Conditioning & Refrigeration Mechanics
6161	Electronic Security & Systems Technician
6180	Welder
6200	Building Maintenance Engineer Assistant
6405	Food Services Supervisor
6410	Senior Cook
6411	Cook
6415	Food Service Worker
6510	Senior Laundry Worker
6509	Laundry Supervisor
6530	Laundry Worker
7030	Senior Custodian
7031	Custodian
7069	Wastewater Plant Operator III
7070	Wastewater Plant Operator II
7099	Sheriff's Range Guard
7515	Stores Delivery Driver
7516	Delivery Vehicle Driver
7530	Sewing Room Supervisor

Section 14. Section 1.10.7 of the Compensation Ordinance is hereby added to read as follows:

SECTION 1.10.7: HOSPITAL OUTSTATION PREMIUM:

Eligible employees regularly assigned to the Hospital Outstation Program in the Health & Human Services Agency shall receive additional compensation of approximately 5% above their regular base pay. This premium is paid for time off, but not for terminal payoff.

Eligible Classes:

5223 Human Services Specialist
5222 Supervising Human Services Specialist

Section 15. Section 1.12.2 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.2: AMERICAN BOARD CERTIFICATE.

- (a) Medical Specialty. Eligible employees shall be paid approximately ten percent (10%) upon furnishing satisfactory evidence that they have earned a valid certificate issued by the American Board in the medical specialty determined by the Director to be especially suited to the position held.

Eligible Classes:

0304 EMS Medical Director
0335 Clinical Director, Mental Health Services
0340 Medical Director
0919 Temporary Expert Professional Employee, M.D., D.O., D.V.M.
2213 Deputy Director, Mental Health Services
2227 Deputy Director, Behavioral Health
4123 Chief, Chronic Disease Prevention & Health Promotion
4124 Chief, Maternal & Child Health
4127 Chief, Community Epidemiology Control
4128 Chief, Tuberculosis Control & Border Health
4132 Medical Director, Sheriff's Detentions
4162 Consultant in Internal Medicine
4184 Radiologist
4185 Pediatrician
4190 Sheriff's Detentions Physician
4192 Senior Physician
4193 Physician
4195 Supervising Psychiatrist
4196 Psychiatrist II
4198 Psychiatrist I
4199 Psychiatrist III

- (b) Medical Subspecialty. Eligible employees shall be paid an additional five 5% upon furnishing satisfactory evidence that they have earned a valid certificate issued by the American Board in the medical subspecialty determined by the Director to be especially suited to the position held. Eligible employees in possession of both a Medical Specialty and a Subspecialty, or multiple Subspecialty certificates, may receive up to 15% for the combined certificates.

Eligible Classes:

Eligible Classes:

0304	EMS Medical Director
0335	Clinical Director, Mental Health Services
0340	Medical Director
0919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.
2213	Deputy Director, Mental Health Services
2227	Deputy Director, Behavioral Health
2285	Chief Dep Medical Examiner
4123	Chief, Chronic Disease Prevention & Health Promotion
4124	Chief, Maternal & Child Health
4127	Chief, Community Epidemiology Control
4132	Medical Director, Sheriff's Detentions
4162	Consultant in Internal Medicine
4190	Sheriff's Detentions Physician
4192	Senior Physician
4193	Physician
4195	Supervising Psychiatrist
4196	Psychiatrist II
4198	Psychiatrist I
4199	Psychiatrist III

Section 16. Section 1.12.11 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.11: EDUCATION BONUS

- (a) Eligible employees who possess a Bachelor of Arts or Bachelor of Science degree from an accredited college/university and have four (4) years of service in classes 5757, 5767, or 5781, or any combination thereof, shall be compensated five (5) percent above the base hourly wage rate.

Such employees becoming eligible for this bonus by receiving a college degree shall furnish satisfactory evidence that he/she possess such degree.

<u>Eligible Classes:</u>	
5757	Dep Sheriff - Detentions/Court Services
5767	Sheriff's Detentions Lieutenant
5781	Sheriff's Sergeant – Detentions

- (b) Employees in eligible classes who possess a Bachelor of Arts or Bachelor of Science degree from an accredited college/university shall be compensated five percent (5%) above the base hourly wage rate.

Such employees becoming eligible for this bonus by receiving a degree shall furnish satisfactory evidence that he/she possess such degree.

<u>Eligible Classes:</u>	
5783	Sheriff's Detentions Captain

Section 17. Section 3.6.18 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 3.6.18: OTHER COMPENSATED CLASSES.

- (a) For the following class, compensation shall be at a rate within the hourly rate range established below, which rate shall be established and may be changed from time to time by the appointing authority with the approval of the Chief Administrative Officer. The rate shall be specified on the basis of education and experience and the quantity and quality of service performed. All pay adjustments shall be prospective only. Persons shall not be appointed to positions in the following class until the Director has exempted such position from the Classified Service for a specified period of temporary service.

<u>Class No.</u>	<u>Title</u>	<u>Hourly Rate Range</u>
0896	Temporary Expert Professional Employee	\$8.36 - \$156.75

- (b) For the following classes, compensation shall be at or within the hourly rate or hourly rate range established for the class in Appendix One.

<u>Class No.</u>	<u>Title</u>
0735	Park Attendant (Seasonal)
0777	Election Worker IV
0779	Election Worker III
0780	Election Worker II
0781	Election Worker I
0790	Election Worker/Translator
0904	Student Worker – High School
0905	Student Worker – Undergraduate
0906	Student Worker – Graduate/Technical

The Student Worker classes are to provide for temporary appointments of students engaged in regularly established training programs. All appointments must be approved by the Director at the specified rate or a rate within the hourly range established in Appendix One.

- (c) For the following class, compensation shall be at or within the hourly rate range established below, which rate may be changed not more frequently than annually by the appointing authority with the recommendation of the Director and the approval of the Chief Administrative Officer. The particular rate shall be specified on the basis of education and experience, and on the quality and quantity of work. All pay adjustments shall be prospective only and coincide with the beginning of a payroll period. Notwithstanding Section 1.6.1, employees in the following class shall be eligible for night shift premium as provided in Section 1.6.5 (Night Shift).

Eligible Class:

<u>Class No.</u>	<u>Title</u>	<u>Hourly Rate Range</u>
0919	Temporary Expert Professional Employee, M.D., D.O., D.V.M.	\$8.36 - \$156.75

Section 18. Subsection (c) of 1.2.3 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.2.3: BIWEEKLY RATE AND HOURLY RATE.

- (a) Biweekly Rate Employees. The following employees shall be paid at a biweekly rate, unless a special rate of pay is provided for the position to which appointed:

- (1) Employees having a permanent appointment to a full-time or regularly scheduled part-time position of forty (40) or more hours in each biweekly pay period.
 - (2) Employees having attained permanent status who are temporarily appointed to a full-time or regularly scheduled part-time position of forty (40) or more hours in each biweekly pay period.
 - (3) Employees having a certified temporary appointment to a full-time or regularly scheduled part-time position of forty (40) or more hours in each biweekly pay period and who are designated as "interim temporary," according to the guidelines established by the Director.
- (b) Hourly Rate Employees.
- (1) All other employees, except those paid at a special rate, are hourly rate employees.
 - (2) The hourly rate is computed by dividing the applicable biweekly rate of pay by the number of working hours in a normal biweekly pay period for full-time employees for such class. Any fraction of a cent in the resulting quotient shall be rounded upward to the next cent.
- (c) Notwithstanding subsections (a) and (b) of this section, employees in eligible classes listed below, working full or part time, in permanent or temporary positions, on regular or irregular schedules shall be hourly rate employees.

Eligible Classes:

0919 Temporary Expert Professional, M.D.,D.O.,D.V.M.

Section 19. Subsection (c) (1) of 1.6.5 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.6.5: NIGHT SHIFT.

- (c) Compensation. Eligible employees shall receive the following compensation in addition to their regular salary for working night shift. Night shift compensation shall apply to hours worked and shall not apply to paid holidays, vacation, sick leave, any other paid leave, or to terminal payoff.
- (1) Employees in eligible classes shall receive fifty-five cents (\$.55) for each night shift hour worked when more than half of the hours of such shifts occur between the hours of 5:00 p.m. and 8:00 a.m.

Eligible Classes: Classes designated AE, CL, CM, CR, FS, HS, MM, PR, PS, SS or SW; classes designated CE or CEM whose biweekly rate of pay at the top step is not more than \$2,144.00; and

4521	Nurse Permittee
4533	Inservice Education Coordinator
4565	Public Health Nurse II
4566	Public Health Nurse I
4567	Public Health Nurse III

- (2) Employees in eligible classes shall receive one dollar and twenty-five cents (\$1.25) for each hour worked on an established second shift where more than half the hours of the shift occur between 5:00 p.m. and midnight; and two dollars and twenty-five cents (\$2.25) for each hour worked on an established third shift where more than half the hours of the shift occur between midnight and 8:00 a.m.

<u>Eligible Classes:</u>	
4517	Certified Nurse Practitioner
4525	Psychiatric Nurse
4526	Head Psychiatric Nurse
4527	Psychiatric Clinical Nurse Specialist
4536	Head Staff Nurse
4538	Staff Nurse
4544	Supervising Nurse
4545	Sheriff's Detentions Cert. Nurse Practitioner
4548	Sheriff's Detentions Nurse

Section 20. Subsection (a) of 1.12.4 of the Compensation Ordinance is hereby amended to read as follows:

SECTION 1.12.4: MASTER OF SOCIAL WORK (MSW).

- (a) Employees in eligible classes shall be paid fifty dollars (\$50) biweekly upon furnishing satisfactory evidence that he/she possesses a Master of Social Work (MSW) degree. Employees in classes 5270 – Social Work Supervisor and 5289 – Health & Human Services Admin III must be performing either adult protective services work or children protective services work to be eligible for premium.

Eligible Classes

5203	Aging Program Specialist I
5204	Aging Program Specialist II
5205	Aging Program Specialist III
5237	Adult Protective Services Specialist
5238	Senior Adult Protective Services Specialist
5239	Adult Protective Services Supervisor
5259	Protective Services Supervisor
5270	Social Work Supervisor
5289	Health & Human Svcs Admin III

Section 21. Subsections (c) and (d) of 1.13.10 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 1.13.10: UNIFORM ALLOWANCE (INITIAL ISSUE AND MAINTENANCE / REPLACEMENT).

- (c) Initial Issue and Uniform Maintenance/Replacement Rates by Class. The initial issue shall be in the three-thirds amount shown below. Employees who are furnished uniforms at no cost shall not be covered by this uniform allowance provision. Employees who receive a uniform allowance are required to wear the uniform while on duty. For purposes of computing the correct annual maintenance payment amount, three-thirds (3/3) of the uniform allowance for each eligible class is:

Class No.	Title	Three-Thirds (3/3) Allowance
4545	Sheriff's Detentions Certified Nurse Pract.	\$ 300

Class No.	Title	Three-Thirds (3/3) Allowance
4548	Sheriff's Detentions Nurse	300
4615	Nurses Assistant	300
4618	Psychiatric Technician	300
4625	Licensed Vocational Nurse	300
4626	Sheriff's Detentions LVN	300
5700	Animal Care Attendant	650
5702	Supv Animal Care Attendant	650
5703	Animal Control Officer	650
5707	Animal Control Officer Trainee	650
5710	Registered Veterinary Technician	650
5711	Supervising Animal Control Officer	650
5748	Community Service Officer	650
6019	Road Crew Supervisor	400
6023	Road Maintenance Worker	400
6025	Road Structure Worker I	400
6026	Road Structure Worker II	400
6027	Road Structure Worker III	400
6028	Road Structures Supervisor (T)	400
6035	Equipment Operator	400
6036	Senior Equipment Operator	400
6332	Park Ranger	550
6342	Senior Park Ranger	550
6343	Supervising Park Ranger	550
6410	Senior Cook	400
6411	Cook	400
6415	Food Services Worker	400
7089	Solid Waste Site Supervisor	400
7518	Public Works Trainee	400

- d) Uniform Maintenance/Replacement Rates by Class. For purposes of computing the correct payment amount, three-thirds (3/3) of the uniform allowance for each eligible class is:

Class No.	Title	Three-Thirds (3/3) Allowance
5746	Deputy Sheriff	\$ 725
5757	Deputy Sheriff - Detentions/Court Services	725
5767	Sheriff's Detentions Lieutenant	725
5775	Sheriff's Captain	725
5778	Sheriff's Commander	725
5780	Sheriff's Lieutenant	725

Class No.	Title	Three-Thirds (3/3) Allowance
5781	Sheriff's Sergeant - Detentions	725
5783	Sheriff's Detentions Captain	725
5790	Sheriff's Sergeant	725

Section 22. Subsections (b) of 3.5.3 of the Compensation Ordinance are hereby amended to read as follows:

SECTION 3.5.3: EXECUTIVE MANAGEMENT EMPLOYMENT PROVISIONS.

- (b) Severance Pay. If terminated by the appointing authority, or where there is a resignation in lieu of termination, an employee in the Unclassified Service may be eligible to receive up to six (6) months of their then annual salary upon approval of the Chief Administrative Officer or, in the case of Board appointed Executive Management positions, the Board of Supervisors; provided, however, that no severance pay may be paid if termination, or where there is a resignation in lieu of termination, is for reasons of malfeasance in office or conviction of a crime involving moral turpitude.

Section 23. Section 1.9.8 of the Compensation Ordinance is hereby deleted as follows:

Section 23. Effective Date. Sections 2, 3, 4, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 23 of this ordinance affect compensation and shall take effect upon adoption. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

Section 24. Operative Date. Operative dates by specified section are listed in the table below.

Section Number	Operative Date
Section 1	10/27/06
Section 2	09/29/06
Section 3	09/29/06
Section 4	09/29/06
Section 5	10/27/06
Section 6	10/27/06
Section 7	10/27/06
Section 8	10/27/06
Section 9	09/29/06
Section 10	09/29/06
Section 11	09/29/06
Section 12	09/29/06
Section 13	09/29/06
Section 14	09/29/06
Section 15	09/29/06
Section 16	09/29/06
Section 17	09/29/06
Section 18	09/29/06
Section 19	09/29/06
Section 20	09/29/06
Section 21	09/29/06
Section 22	09/29/06
Section 23	09/29/06

PASSED, APPROVED AND ADOPTED this 26th day of September 2006